



**DEPARTMENT OF THE ARMY and AIR FORCE**  
Joint Forces Headquarters, Kentucky National Guard  
Boone National Guard Center, 100 Minuteman Parkway  
Frankfort, Kentucky 40601-6168

KG-AG (600-20a)

15 January 2009

MEMORANDUM FOR All Commanders and Supervisors, Kentucky Army and Air National Guard

SUBJECT: (KYNG Log Number P09-002) Equal Opportunity

1. This policy memorandum supersedes KYNG Log Number P08-005.
2. References.
  - a. NGR 600-22/ANGI36-3, 30 March 2001
  - b. NGR 600-21, 14 September 2001
  - c. ANGI 36-7, 25 April 2003
3. The goal of our Equal Opportunity (EO) programs in the Kentucky National Guard is to improve mission effectiveness through ensuring fair treatment of personnel. Racism, religious, sexual discrimination/harassment or any other kind of unlawful discrimination simply will not be tolerated.
4. Commanders and supervisors at all levels are expected to make sure that members of their organizations are able to present complaints without fear of retaliation. The chain of command will be the channel for resolving complaints. Procedures for military discrimination complaint processing are in NGR 600-22/ANGI 36-3.
5. Equal opportunity and fair treatment for all members, emphatically to include minorities and women, is a strong personal commitment for me. I expect no less from all commanders and supervisors. In the event you feel that your concerns are not being adequately addressed, do not hesitate to bring any and all matters in the workplace to my personal attention in accordance with my open door policy.

A handwritten signature in black ink, appearing to read "E. W. Tonini", is positioned above the typed name.

EDWARD W. TONINI  
Major General, KYNG  
The Adjutant General